

FSA NEWSLETTER



*"Speak up! Speak up! How do you
expect me to hear you?"*

APRIL

1982

AGREEMENTS REPORT

The committee consists of Alan Cameron and Ron Coreau (FSA (FSA reps), Paul Herman (FSA resource person), and Brian Hambley and Don Calnek (management). We have met twice to discuss interpretation and implementation of the lay-off clause.

We agree on interpretation of most of the language and issues; the major bone of contention is interpretation of "functional area." We interpret it (for the lay-off clause) in the widest possible way, i.e., funding area. Since the College will have to implement lay-off in the event of shortage of funds, it only seems logical to us to have the entire area affected by the shortfall (i.e., the council responsible) swallow the lay-offs according to seniority. Management's position is to define it as narrowly as possible; in fact, many functional areas, according to their definition, are single-person areas. This is unacceptable to us, since personalities, not positions, may be laid off. Also, we emphasize that management has the prerogative of shunting people around into "essential" positions.

We are trying to come to a common ground by developing a few concrete scenarios. We are compiling a seniority list according to the separate funding areas (only about 7% of the College's positions have funding from mixed sources) to see if we can't convince management of the validity of our position.

Alan Cameron

NEGOTIATIONS

Roberta Paton reports that she has already had an informal meeting with Ross Belcher and that negotiations will begin officially on April 20. The FSA will be represented by Roberta and Maureen McKie, with Jocelyn Creigh present to negotiate Lay-off, Alan Cameron for Technological Change, and Scott Fast for Short- and Long-Term Disability. It has been decided to defer monetary items until the guidelines and budget are in place.

DEFERRED SALARY

The Lay-off Committee has recommended that the Labour-Management Committee should look into deferred salary schemes. These are being operated by various school boards and provide a means of saving for a self-funded leave with considerable tax benefits. The steps are these:

A person to whom such a scheme is available decides on a period during which he/she will defer salary. Three and five year terms are common.

The employer and employee decide on the amount which the employee will defer.

This amount is placed into an investment fund. The employee does not pay tax on the salary deferred, but pays at a lower rate - salary minus the amount deferred.

The amount invested and its earning during the period designated are the property of the employee.

When the employee wants to take leave he/she withdraws what was placed in the fund and uses it, paying tax on it as income at this point.

A good idea! There must be a snag!

Yes. Every single scheme has to be submitted for the approval of the Internal Revenue people. A joint committee to supervise the investment of deferred salary has to be set up. If it makes poor investment decisions, it is woe to the person deferring salary.

When you take leave you have to pay all benefit costs, including what is normally the employer's share. (This would be deductible, of course.)

There is nothing to lose by instituting such a scheme. If it is too expensive, no one will use it. On the other hand, it could be a useful supplement to a leave fund, especially a poorly funded one.



'Interesting. Five in favor and one in dissent.'

EARLY RETIREMENT

This is a scheme which has been used by some school boards on an experimental basis in the past two years. Basically, it is a way of phasing out older, higher-paid teachers and replacing them with younger and cheaper ones. It has a high immediate cost to the employer and provides a substantial long-term saving. In the present tight budget situation it may prove impossible. The way it works is that a person who is within five years of retirement may decide to retire and take a year's salary (which can usually be protected from tax) in a lump sum. As the pension plan to which we belong penalizes early retirement, considerable adjustment would need to be made. As an agreeable alternative to lay-off it is obviously desirable to investigate and, if possible, implement early retirement.

ANNUAL GENERAL MEETING

*This has been tentatively scheduled
for May 26th in Chilliwack.*

*People willing to run should be thinking
about Executive slots they might fill.*

CORRECTION

The editor wishes to correct her misstatement in the last newsletter. The College's solicitors are unchanged. Ms. Kitty Hellar of Russell Desmoulins is an additional advisor to the Board on matters concerning labour relations.



**"We do live in a democracy, Perkins,
but here we operate
under an authoritarian regime."**

CIEA has passed on the draft of a Ministry document on its priorities for 1982-87. This document is not specific but its generality does not conceal some ominous implications - one being that OLI is seen as an alternative to programs and centres which are not "cost-effective." Another problem is the lack of information about how assessments will be made. A third point to note is that the province will be perceived as a unit and programs which are present in multiplicity at the moment may well be reduced in numbers. However, the Ministry makes in several places a commitment to equal educational opportunity for British Columbians.

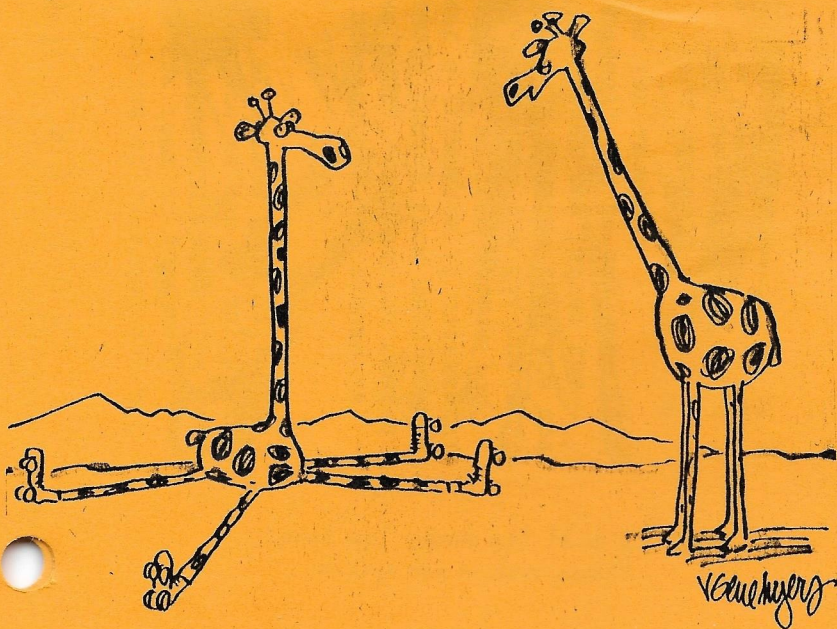
The document in its entirety may be obtained from Cecyln Creigh. Excerpts are given here.

*Excerpts from INTEGRATED FIVE-YEAR PLANNING FOR THE
BRITISH COLUMBIA COLLEGE AND INSTITUTE SYSTEM: SYSTEM
OBJECTIVES 1982-87*

- * Objective A 3. Role Delineation - The System will delineate and assess the role of system constituencies in the light of overall Mission, Goals, and Objectives. This delineation will reflect the complementarity of institutions and of the intermediary body or bodies, while enabling the differentiation of roles.
- * Objective B 1. Extent of Comprehensiveness - The System will act to encourage comprehensiveness through . . . making available a range of college and Open Learning Institute programs . . .
- * Objective B 2. Method of Maximizing Comprehensiveness . . . System comprehensiveness will be maximized through increasing the type, quantity, and range of programs in the whole Province. The program range at each institution will be reduced by eliminating programs . . . for jobs which no longer exist or which otherwise are low priority programs and by eliminating certain programs where these programs are available elsewhere in the System. At the same time, programs will be continually added . . . to respond to emerging needs and the creation of new jobs . . . the Province will be divided into Areas, made up of two or more neighboring College Regions, for the purposes of allocating and establishing programs which cannot be provided in each College Region.

- * Objective B 3. College Role in Comprehensive System
The System will, through leadership of the colleges, act to encourage comprehensiveness at the College Region level by . . . developing a very limited core program base . . . and adding to the core program base only those programs which meet particular needs in the College Region or which are designated to the College Region to meet Area-wide or Province-wide needs.
- * Objective B 4. Institute Role in Comprehensive System
. . . through leadership of the institutes, act to encourage specialized programming and delivery techniques which will meet Province-wide economic and societal needs, supplement college programming, and with the exception of the Open Learning Institute and KNOW, typically be offered at institutes' facilities.
- * Objective C 2. Budgetary Allocation - In the 1982 to 1987 period, the System will recognize that some programs or services within institutions will have to become more cost-effective, reduced in scope, reduced in student intake, or removed entirely in order to free resources for the benefit of quality education.
- * Objective C 3. Special Resources Allocation - . . . the System will strive for quality by distributing new programs and redistributing some existing programs which demand special resources . . . These programs will be redistributed to institutions which either have a provincial mandate, as in the case of the institutes; have an already existing concentration of such programs; or which are designated as emerging institutions having an emphasis on Priority Programs.
- * Objective F 1. Places in Programs - . . . Priority Programs will be deemed to be career related and vocational programs in high demand or need by the economy or society. At the same time, the System will maintain levels of access to other programs and will promote less costly delivery methods for those programs.
- * Objective F 2. Process and Information Barriers - . . . the System will recognize the importance of process and information barriers particularly in Priority Programs.

- * Objective F 3. Physical Barriers - The System will continue to take steps to reduce . . . physical barriers to access with first priority to developing distance education as the alternative to maintenance of satellite centres and outreach programs. Other physical barriers will be addressed by attention to such concerns as physical barriers to the handicapped and transportation-related matters.
- * Objective G 2. Complementary Service - . . . the System will ensure that, at the local level, balanced relationships exist between institutions and other agencies serving their regions.
- * Objective H 4. Assessment Through Mission, Goals, and Objectives - . . . the System will continue its commitment to a management process for evaluation of achievement and will incorporate into that process . . . the assessment of all management operations in light of those Mission, Goals, and Objectives.



"Want me to call a tow truck?"

I M P O R T A N T N O T I C E

If you receive any written notice of intended lay-off (either total or partial in the form of a reduced work schedule, etc.), let us know RIGHT AWAY. We need copies of any such notices before we can do anything to help. Send a copy to KEN FERNSTROM (the Grievance Chairperson).

The interpretation of the present lay-off clause is not moving as quickly as we want. Information needed for the talks has been slow in coming from management. We must be prepared to start a grievance if necessary. This means we need copies of any written notice you may receive. Management has not told the FSA their plans to date. We assume this is because they are not final. We expect to hear when they are (after the budget is received and reviewed), but in any case we are counting on your help to let us know.

Doug McDowell
FSA President